



US Army Corps
of Engineers

Vol. 29 Issue 6
June 2008

Huntsville Center

Bulletin

*Mark your
calendar now...*

June 16

**Huntsville
Center
Engineer
Day
Awards**



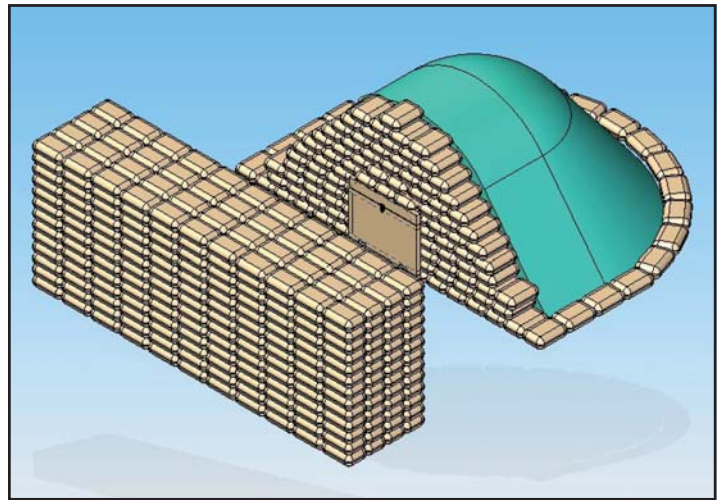
**Cafeteria
2 p.m.**

Drum magazine developed by Center engineer becomes Army standard

By Becky Proaps
Public Affairs Office

After Soldiers have spent a long hard day out on maneuvers or on patrol in Iraq or Afghanistan, the last thing they want to do is go to the ASP (Ammunition Supply Point) or BLAHA (Basic Load Ammunition Holding Area) to return ammunition carried during the day.

Quite often that ammunition is left in vehicles, placed in arms rooms or even placed in living quarters — all of which are safety and security violations. The ammunition is not returned



This is an artist's rendering of a 55-gallon drum storage unit for 40 mm ammunition. This new Army standard for ammunition storage was developed by Huntsville Center engineer Dr. Michelle Crull.

to safe and secure storage areas because of the distance and time required to

complete the turn-in process, especially when the

See Storage on page 14

Huntsville Center commander inducted into Missouri S&T Academy of Civil Engineering

ROLLA, Mo. — Col. Larry McCallister, commander of the U.S. Army Engineer and Support Center, Huntsville was among eight civil engineers with ties to Missouri University of Science and Technology who were inducted into the Missouri S&T Academy of Civil Engineers

during the academy's induction ceremony held April 18.

The academy honors civil engineers for their contributions to the profession, leadership and involvement with Missouri S&T. The academy also serves as an advisory group to the Missouri S&T civil, architectural and environmental engineering department.

McCallister received bachelor's and master's degrees in civil engineering from Missouri S&T in 1978 and 1979, respectively. He also obtained a master's degree in strategic studies from the U.S. Army War College and a doctorate from the University of Texas at Arlington.

Commander's thoughts

Before I discuss June's events, I would like to talk a little bit about activities that happened in May.

In May I attended the annual engineers exercise, ENFORCE. Among other things, we discussed engineering capabilities on the military side and the Corps' strategic plan. The Chief discussed his top priority, which is how engineering officer ranks have been affected over the past 10 years.

The Army (and the Corps) is having trouble recruiting degreed engineers to fill the ranks of second lieutenant, and those who have hard science or engineering degrees are leaving the service faster than their non-technical degreed counterparts. It's the same way across the senior non-

commissioned officer ranks in retaining highly trained engineering NCOs. This can cause technical competence issues down the road. There are lots of reasons for this trend ... high pay for those talents outside the military and frequent deployments are just a few. Bottom line is people in college and business do not know what the Corps does and the great opportunities the Corps can offer them. We need to do a better job recruiting young men and women into engineering and the Corps, and the Chief is committed to changing this trend and has tasked the divisions to



Col. Larry D. McCallister

develop a campaign plan by this fall to improve recruitment and retention opportunities for young officers and NCOs in the Corps.

In May we continued our transition to ACE-IT. On May 15, the help desk moved to a toll free number in Madison, 1-866-562-2348. On May

27, 24 Huntsville Center employees took part in a test run of the PC refresh process; the rest of the Center is set to start the refresh June 9. There may be hiccups along the way; I again urge you to be patient and work with

See Commander on page 3

Hails and farewells

Welcome to new employees —

Garry Brewer, Office of Counsel, Environmental and Munitions Center of Expertise, Omaha; **Andrew Browning**, U.S. Army Corps of Engineers Learning Center; **Ralph Campbell**, Ordnance and Explosives Directorate; **Robert Grantham**, Engineering Directorate; **Stefanie Forsyth**, Contracting Directorate; **LaVance Griffin**, Engineering Directorate; **David Hartley**, Information Management; **Patricia James**, Small Business Office; **Lisa Lockett**, Resource Management; **Danielle Norton**, Installation Support and Programs Management; **Heather Oden**, Ordnance and Explosives Directorate; **Katrena Pope**, Ordnance and Explosives Directorate; **Walter Roberts**, Office of Counsel, Environmental and Munitions Center of Expertise, Omaha; **Aaron Scott**, Engineering Directorate; **Brian Spear**, Engineering Directorate;

Tiffany Torres, Engineering Directorate; and **Robert Williams**, Installation Support and Programs Management Directorate.

Farewells — Kirk Baumann, Ordnance and Explosives Directorate; **Wanda Cross**, Contracting Directorate; **Scott Deetz**, Chemical Demilitarization Directorate, Pueblo; **Chad Fletcher**, Information Management; **Micheal Klein**, Installation Support and Programs Management; **Shawn Meek**, Ordnance and Explosives Directorate; **Wade Morikone**, Chemical Demilitarization Directorate; **Gail Moskel**, Engineering Directorate; **Anita Norton**, Resource Management; **Clay Pierce**, Information Management; **Woler Jefferson Seward**, U.S. Army Corps of Engineers Learning Center; **Carol Steuart**, Engineering Directorate; **Terry Steuart**, Installation and Support Programs Management; **Andrea Takash**, Public Affairs Office; and **Orbie Terrell**, Information Management.



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BULLETIN

Commander..... Col. Larry D. McCallister
Chief, Public Affairs..... Debra Valine
Editor..... Becky Proaps

What would you consider a perfect summer vacation and why?

I would consider the perfect summer vacation a free, all inclusive trip to a private island where my son and I could be waited on like a king and queen. We all know that would only happen in a perfect world, right? In the real world the perfect vacation would be cheap gas and low price airline tickets to any destination.



Lequita Byrd-Craig
Installation Support and
Programs Directorate



Lawanda Pollard
Chemical Demilitarization
Directorate

I consider every summer perfect because the warmer climate and longer daylight hours allow for more outdoor activity with family and close friends. I like to spend my summers grilling in the backyard or traveling the countryside with my sons, daughters-in-law and the grandchildren.

The perfect summer vacation would include my wife and kids spending time together anywhere memories can be made and where we can focus on re-connecting. I remember reading once that there are only two things that last forever — God and people. I think the highest priority anyone can have is spending quality time with those things that last.



Michael Mollineaux
Installation Support and
Programs Directorate

Commander

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the team to make this transition as smooth as possible.

June is an important month in Army and Corps history. June 6 marks the anniversary of D-Day and June 25, 1950, was the start of the Korean War. The U.S. Army celebrates its 233rd birthday June 14, which is also Flag Day. You can learn more about how the Army was formed on the Web at <http://www.history.army.mil/faq/birth.htm>. The

Corps' birthday is June 16. Continental Congress authority for a "Chief Engineer for the Army" dates from June 16, 1775. A Corps of Engineers for the U.S. was authorized by the Congress on March 11, 1779. The Corps of Engineers as it is known today came into being on March 16, 1802, when the president was authorized to "organize and establish a Corps of Engineers ... that the said Corps ... shall be stationed at West Point in the State of New York and shall constitute a Military Academy." A Corps of

Topographical Engineers, authorized on July 4, 1838, was merged with the Corps of Engineers on March 1863.

To celebrate the Corps' 229th birthday, we will have the Engineer Day Awards Ceremony June 16, at 2 p.m., in the cafeteria. As I mentioned last month, we are postponing the picnic until the spring when the weather is cooler.

Don't forget the Armed Forces week celebration June 23-29. This year's scheduled events will include the always popular Soldier Show June 24-25, a golf

tournament June 27 at the Redstone Arsenal Golf Course and an Air Show at the Huntsville International Airport June 28-29 featuring the Blue Angels and the Golden Knights.

On a more personal level, celebrations include Father's Day June 15 and the official start of summer June 21. I ask you to remember safety as you plan your outdoor events with family and friends over the summer. You are important to the continued success of Huntsville Center!

Huntsville Center's electronic security system design course offers worldwide training

By Jenny Stripling
Public Affairs Office

In the aftermath of Sept. 11, 2001, a greater emphasis on new technology and higher levels of security for military facilities worldwide has emerged.

Installations are upgrading, and in some cases installing, electronic security systems to support the need for higher levels of security.

The Mandatory Center of Expertise (MCX) for Electronic Security Systems (ESS), located at the U.S. Army Engineering and Support Center, Huntsville, is aiding installations by offering the ESS Design Course as a way to train professionals on the proper selection and application of current, state-of-the-art electronic security equipment

and software.

The focus of the design course is to give the participants basic knowledge and skills necessary to contribute to an ESS design.

Instructors of the ESS Design Course begin preparing and planning course material between October and December with actual course sessions running from mid-January through September.

In a typical year, the ESS Design Course offers four sessions at the dedicated ESS training facility located on Redstone Arsenal, Ala., and three sessions at various locations both in the U.S. and overseas. In the past three years mobile training teams have visited Florida, Virginia, Massachusetts and Washington, D.C., as well as Germany, Japan, Korea and Hawaii.

"We usually travel overseas where there is a concentration of U.S. military personnel. If it's a task for them to come here, we go to them," said lead instructor Charles Malone. "The course can also be taken remotely within the U.S., but we strongly encourage students to come to our main training facility at Redstone because it has all the live equipment, classrooms, the whole works. They can actually see the types of systems they are going to be designing."

Each session begins on Monday and ends on Friday for 36 hours of organized classroom instruction. According to Malone, students are not just given lectures on the systems information but a more hands-on approach is taken to ensure adequate training

and understanding of electronic security systems.

"One week of the program gives our students an understanding of technology and equipment used in electronic security such as card access, video cameras and intrusion detection," Malone said. "They put their knowledge of these security systems to good use by creating an ESS design, deciding what security equipment they should use, how to use it and why."

On the first day of class, students are given a one-page problem statement. Working in six-person design teams, they have to design a system that meets the security objectives without exceeding the budget. Students work on the problem the entire week of training and have to

See ESS Design on page 10

Huntsville Center supports SAME Conference

Tommie Savage, deputy for Small Business, U.S. Army Engineering and Support Center, Huntsville, right, discusses upcoming Small Business opportunities with a visitor to the U.S. Army Corps of Engineers booth May 21, at the Society of American Military Engineers conference conducted in Minneapolis, Minn.



Photo by Debra Valine

Project management specialist finds joy in making music for more than three decades

By Jo Anita Miley
Installation Support and
Programs Management
Directorate

Jerial Henderson grew up in Guntersville, Ala. He graduated from Crossville High School, and spent three years in the U. S. Army as a combat medic. He has worked for the U.S. Army Corps of Engineers and Huntsville Center for more than 28 years. He worked several years as an engineering technician, prior to becoming a project management specialist in the Installation Support and Programs Management Directorate.

When you meet Henderson, your first impression of him might be that he knows his job. Seemingly, using his analytical side is an important part of his job. As a PM specialist, Henderson processes shop drawings for technical reviews, progress payments and invoicing for the Facilities Repair and Renewal team. Making sure progress payments and invoices are all paid on time, closing out task orders on contracts and providing support to project managers are a normal part of his workday. He likes his job. But, it's his after-hours "gig" using his artistic side that gets him most excited.

Henderson is wild about playing the bass guitar. He said he can play any type of music on the instrument — Gospel, contemporary Christian, jazz, country, bluegrass, blues or rock 'n' roll, to name a few. He is able to tell you almost anything you want to know about the instrument and how to get the best sound out of it. He can even distinguish whether a musician is using a four-, five- or six-string bass guitar in a song by just hearing a couple of notes.

However, what he fails to tell you is he is a musician who has played bass guitar all over the Southeast.

Henderson's uncle introduced him to the bass guitar.

"I would go to hear my uncle play, and he'd let me try my hand playing in front of a large group," Henderson said.

"I practiced with them for awhile, and after a while, playing became natural to me. Eventually, I started playing on my own."

He took on other music jobs and played guitar for local bands in Guntersville and Arab for several years, and decided to take music classes to learn more about music.

While he liked playing other guitars, Henderson always returned to the bass guitar.

"I played a little bit on the regular guitar, but always felt more comfortable with the bass, especially the six-string one. I just fell in love with the 'THUMP' (sound) the instrument makes when I play," he said.

Excited by his talent for playing, Henderson learned to read music in the seventh grade and continued to play anywhere he could during his school years at Crossville. He played in one group for more than 17 years and played all over the Southeast until they got tired of playing together.

The military played an important



Courtesy photo

Jerial Henderson, a PM specialist in the Facilities Repair and Renewal Branch, with the Installation Support and Programs Management Directorate, holds his six-string bass guitar. Henderson has been playing the guitar for more than 30 years.

role in Henderson's music career as well. He played with different groups while serving in the Army. He played the bass guitar for the local USO. He played shows for Soldiers stationed at Fort Sam Houston, Texas, and Vietnam during the mid to late sixties.

"I was proud to be a musician playing for the local United Service Organization. My most memorable shows were the ones in Vietnam where troop morale was at an all time low because of the war going on. We (musicians) always tried hard to lift their spirits with our music, and would often 'spice it up' for the Soldiers," Henderson said. "I knew how important these shows were to the troops who were fighting the war with me. It was the music that kept us going."

Henderson's playing for the military wasn't limited to the time he served as a Soldier. During his more than 28 years as a Civilian at Huntsville Center, he's had an opportunity to play for his co-workers during organizational day picnics.

In spite of his many years of experience, Henderson remains modest about his musical talent. He finds the most joy playing music for the folks at his local church. On any given Sunday,

See Henderson on page 13



Photo by Alan Mitchell

Motorcycle enthusiasts hit the road — but they did come back

The “Corps Commandoes,” comprised of Huntsville Center employees, family members and friends, took their first road trip together over Mother’s Day weekend. From left to right, Alan Mitchell, Sue Mitchell, Bob Thierry, Lydia Chandler, Steve Cappaert, Sheila Thierry, Tom Chandler and Barbara Gray headed to Chattanooga, Tenn., for a day of fun, camaraderie and good food.

Men’s health fair June 12 at Bob Jones Auditorium

June 9-15 is Men’s Health Week: do your part

Surveys suggest men take better care of their cars than they do their own health. Nearly 84 percent of men say they’ve had their car serviced in the past year, but only 66 percent have had an annual check-up with a doctor in the same period. National Men’s Health Week is June 9-15.

Fox Army Health Center and its Preventive Medicine/Health Promotion Branch will conduct a “Go Blue For Men” health fair June 12, from 9 a.m. - noon in the Bob Jones Auditorium at the Sparkman Center on Redstone Arsenal. The National Men’s Health Week is an official government activity in accordance with Senate Joint Resolution 179

of 1994, introduced by Senator Bob Dole. It is celebrated each year as the week leading up to and including Father’s Day. The purpose is to heighten the awareness of preventable health problems and encourage early detection and treatment of disease among men and boys.

The week is recognition that men’s health needs impact not only the man but his family and friends as well.

There is an ongoing, increasing predominately



silent crisis in the health and well-being of men. Due to a number of factors, men’s health and well-being are deteriorating steadily. This crisis is most dramatically

seen in mortality rates. In 1920, the life expectancy of men and women was approximately the same. By 1990, men were dying seven years younger than women. Men have a higher death rate for every one of the 10 leading causes of death. Men are at least 25 percent less likely than a woman to visit a doctor. It is imperative that men and

women support a campaign to encourage men to get health check-ups on a regular basis and to conduct routine self examinations. With the proper investment and education and research, many of the diseases and health problems facing men can be treated and cured, saving the lives of thousands of men.

For general information about Men’s Health Week, visit info@menshealthweek.org.

For more information on men’s health and health-related facts go to the Men’s Health Network at <http://www.menshealthnetwork.org>.

(This information is from the June 2008 Health and Wellness Newsletter published by Fox Army Health Center.)

Prepare now for hurricane possibility

(This information is from the U.S. Army online publication Stand-To! May 14 edition)

June 1 began another hurricane season. With that comes the responsibility of being prepared in case one should strike. People who live in communities where hurricanes are possible should plan what they will do if they are told to evacuate.

Step 1: Get A Kit

Put together an Emergency Supply Kit (<http://www.ready.gov/america/getakit/index.html>), which includes items like non-perishable food, water, a battery-powered or hand-crank radio, extra flashlights and batteries. You may want to prepare a portable kit and keep it in your car.

This kit should include:

- o Copies of prescription medications and medical supplies;
- o Bedding and clothing, including sleeping bags and pillows;
- o Bottled water, a battery-operated radio and extra batteries, a first aid kit and a flashlight;
- o Copies of important documents: driver's license, Social Security card, proof of residence, insurance policies, wills, deeds, birth and marriage certificates, tax records, etc.

Step 2: Make a Plan

Prepare your family

- Make a Family Emergency Plan (<http://www.ready.gov/america/makeaplan/index.html>). Your family may not be together when disaster strikes, so it is important to know how you will contact one another, how you will get back together and what you will do in case of an emergency.
- Plan places where your family will meet, both within and outside of your immediate neighborhood.

- It may be easier to make a long-distance phone call than to call across town, so an out-of-town contact may be in a better position to communicate among separated family members.

- You may also want to inquire about emergency plans at places where your family spends time: work, daycare and school. If no plans exist, consider volunteering to help create one.

- Plan to Evacuate
 - o Identify ahead of time where your family will meet, both within and outside of your immediate neighborhood.

- o Identify several places you could go in an emergency: a friend's home in another town, a motel or public shelter.

- o If you do not have a car, plan alternate means of evacuating.

- o If you have a car, keep a half tank of gas in it at all times in case you need to evacuate.

- o Take your Emergency Supply Kit.

- o Take your pets with you, but understand that only service animals may be permitted in public shelters.

Plan how you will care for your pets in an emergency (<http://www.ready.gov/america/getakit/pets.html>).

- Take a Community Emergency Response Team (CERT) class from your local Citizen Corps chapter. Keep your training current.

Step 3: Be Informed

Familiarize yourself with the terms that are used to identify a hurricane

- A hurricane **watch** means a hurricane is possible in your area. Be prepared to evacuate. Monitor local radio and television news outlets or listen to NOAA Weather Radio for the latest developments.

- A hurricane **warning** is when a hurricane is expected in your area. If local authorities advise you to evacuate, leave

immediately.

Prepare your home

- Cover all of your home's windows with pre-cut plywood or hurricane shutters to protect your windows from high winds.

- Plan to bring in all outdoor furniture, decorations, garbage cans and anything else that is not tied down.

- Keep all trees and shrubs well trimmed so they are more wind resistant.

- Secure your home by closing shutters and securing outdoor objects or bringing them inside.

- Turn off utilities as instructed.

Otherwise, turn the refrigerator thermostat to its coldest setting and keep its doors closed.

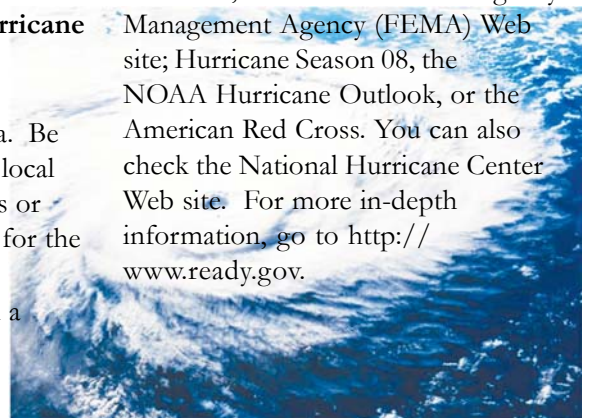
- Turn off propane tanks.

- Ensure a supply of water for sanitary purposes such as cleaning and flushing toilets. Fill the bathtub and other large containers with water.

Listen to local officials

Learn about the emergency plans that have been established in your area by your state and local government. In any emergency, always listen to the instructions given by local emergency management officials.

For further information on how to plan and prepare for hurricanes as well as what to do during and after a hurricane, visit the Federal Emergency Management Agency (FEMA) Web site; Hurricane Season 08, the NOAA Hurricane Outlook, or the American Red Cross. You can also check the National Hurricane Center Web site. For more in-depth information, go to <http://www.ready.gov>.



Civilian Education System (CES): take advantage of it

By Sharon O'Connell
Business Management Office

The Civilian Education System (CES) is a progressive and sequential leader development program that provides enhanced leader development and education opportunities for Army Civilians throughout their careers. Army Civilians will become multi-skilled Civilian leaders of the 21st Century who personify the warrior ethos in all aspects, from warfighting support to statesmanship, to business management.

The CES Leader Development Program provides self-development and leader opportunities. It includes four main courses that replace the previous inventory of legacy courses offered for Army Civilians.

- **Foundation (FC):** Provides understanding of the U. S. Army's structure and leadership doctrine and the personnel system(s) for Army Civilians. This course is mandatory for interns, team leaders, supervisors and managers employed after Sept. 30, 2006. Registration can be made at <http://www.amscl.belvoir.army.mil/ces/fc/>.

- **Basic (BC):** Provides Civilian leaders who exercise direct leadership and understanding of how to effectively lead and care for teams. The curriculum focuses on basic education in leadership, counseling fundamentals, interpersonal skills and self-awareness. This course will be a combination of distributed learning (dL) and a two-week resident phase at the Army Management Staff College's (AMSC) Campus at Fort Leavenworth, Kan. Registration can be made at <http://www.amscl.belvoir.army.mil/ces/bc/>.

- **Intermediate (IC):** Provides Civilians in supervisory or managerial positions the opportunity to become

more adaptive, innovative, self-aware and prepared to care for personnel and manage assigned resources. Training and developmental exercises focus on "mission" planning, team building, establishing command climate and stewardship of resources. This course is a combination of distributed learning and a three-week resident phase at the AMSC campuses at either Fort Leavenworth, Kan., or Fort Belvoir, Va. Registration may be made at <http://www.amscl.belvoir.army.mil/ces/ic/>.

- **Advanced (AC):** Provides Civilian leaders who exercise predominately indirect supervision and who are adaptive, innovative and self-aware to become skilled in effectively leading a complex organization, guiding programs and managing associated resources. The training focus is on strategic thinking and assessment, change management, developing a cohesive organization, managing a

diverse workplace and management of resources. This course is a combination of distributed learning and a four-week resident phase at the AMSC's Fort Belvoir campus. Registration may be made at <http://www.amscl.belvoir.army.mil/ces/ac>.

Most permanent Army Civilians are centrally funded for the resident phase and eligibility is subject to satisfaction of the prerequisites and eligibility requirements for the individual courses as outlined on the Matrix on page 9. Civilian legacy course equivalencies for The G-3 Policy, dated Nov. 22, 2006, will become part of the next published AR 350-1. G-3 hopes to have it published before Oct. 1. The CES Policy can be found at <http://www.amscl.belvoir.army.mil/CES%20Policy.pdf>.

CES also includes Civilian Leader Development Courses through distributed learning which includes the Action Officer Development Course (AODC),

See CES on page 10

CES Distributed Learning (dL) Courses	
Course	Policy
Foundation Course (FC)	Required for all interns, team leaders, supervisors and managers hired after Sept. 30, 2006. Available to all Army employees as a self-development tool.
Action Officer Development Course (AODC)	Required for interns to complete before the end of their intern program. Available to all Army employees as a self-development tool.
Supervisory Development Course (SDC)	Completion required for supervisors and managers within one year of placement in a supervisory or managerial position. Recommend completion before enrolling in Basic, Intermediate or Advanced courses. Available to all Army employees as a self-development tool.
Basic Course (BC) dL	Completion required before attending the Basic resident course. Available to all Army employees as a self-development tool.
Intermediate Course (IC) dL	Completion required before attending the Intermediate resident course. Available to all Army employees as a self-development tool.
Manager Development Course (MDC)	Available to all Army employees as a self-development tool.
Advanced Course (AC) dL	Completion required before attending the Advanced resident course. Available to all Army employees as a self-development tool.

To register for the AODC, SDC and MDC visit <http://www.train.army.mil>.

To register for FC, BC, IC and AC visit <https://www.atrrs.army.mil/channels/chrtas/default.asp>.

CES Resident Courses

	Basic Course (BC)	Intermediate Course (IC)	Advanced Course (AC)
Method of Delivery	dL and resident course required for course completion	dL and resident course required for course completion	dL and resident course required for course completion
Eligible for resident course	<ul style="list-style-type: none"> • Army Civilians in permanent appointments; Military supervisor of Civilians; local nationals; DoD leaders 	<ul style="list-style-type: none"> • Army Civilians in permanent appointments; Military supervisor of Civilians; local nationals; DoD leaders 	<ul style="list-style-type: none"> • Army Civilians in permanent appointments; Military supervisor of Civilians; local nationals; DoD leaders • Grade eligibility: GS13 - GS15 or equivalent grade level
Prerequisite for resident course	<ul style="list-style-type: none"> • FC (Foundation Course) if hired after Sept. 30, 2006 • BC dL 	<ul style="list-style-type: none"> • FC (Foundation Course) if hired after Sept. 30, 2006 • BC or equivalent • IC dL 	<ul style="list-style-type: none"> • FC (Foundation Course) if hired after Sept. 30, 2006 • BC and IC or equivalent for each • AC dL • Grade eligibility: GS13 - GS15 or equivalent grade level
Equivalency course credit	<ul style="list-style-type: none"> • Courses: LEAD, OBC/BOLC, WOAC AND ANCOC • Equivalency credit may be granted for prior completion of identified Army civilian legacy or military courses. To obtain equivalency credit, individuals must register for CES online through CHRTAS — the CES student registration and enrollment system. Go to https://www.atrrs.army.mil/channels/chrtas/default.asp to register. Click on “CES Course Credit” for instructions. 		
Constructive course credit	<p>Constructive credit may be granted for leadership education/training completed through private industry, another military department, federal agency, university study or supervisory experience (inside or outside the federal government). Requests must be submitted through TRADOC. Log into CHRTAS and click “CES Course Credit” on the home page to submit a request.</p>		
Requirement for resident course	<ul style="list-style-type: none"> • Required for Army Civilians in permanent appointments, assigned as a team leader or in supervisor or manager position and have not been granted course credit • Must complete course within 1 year of placement in position 	<ul style="list-style-type: none"> • Required for Army Civilians in permanent appointments, assigned as a team leader or in supervisor or manager position and have not been granted course credit • Must complete course within 2 years of placement in position 	<ul style="list-style-type: none"> • Required for Army Civilians in permanent appointments, assigned as a team leader or in supv or mgr position and have not been granted course credit • Must complete course within 2 years of placement in position • GS13 - GS15 or equivalent grade level
Admission Priority 1 for resident course	<ul style="list-style-type: none"> • Army Civilians in permanent appointments, assigned as a team leader or in supv or mgr position and have not been granted course credit 	<ul style="list-style-type: none"> • Army Civilians in permanent appointment to supervisor or manager position and have not been granted course credit 	<ul style="list-style-type: none"> • Army Civilians in permanent appointment to supervisor or manager position and have not been granted course credit
Admission Priority 2 for resident course	<ul style="list-style-type: none"> • Army Civilians in permanent appointment non-supervisory positions and have not been granted course credit • Army Civilians and DoD employees in an Army endorsed supv or mgmt dev program and have not been granted course credit • Army Civilians in permanent appointment to supervisory or managerial positions who are recommended by their supervisors and have completed legacy Civilian and Military Leader Development five or more years prior to date of CES consideration 	<ul style="list-style-type: none"> • Army Civilians in permanent appointment non-supervisory positions and have not been granted course credit • Army Civilians and DoD employees in an Army endorsed supv or mgmt dev program and have not been granted course credit 	<ul style="list-style-type: none"> • Army Civilians in permanent appointment non-supervisory positions and have not been granted course credit • Army Civilians and DoD employees in an Army endorsed supv or mgmt dev program and have not been granted course credit
Admission Priority 3 for resident course	<ul style="list-style-type: none"> • Active duty military supervisors who supervise Army Civilians • Army Civilians in permanent appointment non-supervisory positions recommended by their supvs and have completed legacy Civilian and Military Leader Development 5 or more years prior to date of CES consideration • Local Nationals and other DoD leaders who meet course eligibility and prerequisites • Term and temporary Civilians responsible for leading/supervising Civilians, meet eligibility & prerequisites 		

** Employees who have completed Army Management Staff College (AMSC)/Sustaining Base Leadership and Management (SBLM), Command and General Staff College (CGSC)/Intermediate Level Education (ILE), Sergeant Majors Course (SMC), Warrant Office Senior Staff Course (WOSSC) have training equivalent to the highest level of CES training. Employees who have graduated from or are currently enrolled in participating in Senior Service College (SSC), Defense Leadership and Management Program (DLAMP) or the DoD Executive Leadership Development Program (DELDP) have acquired education at a level more advanced than CES and therefore not eligible to attend.

ESS Design

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give a group presentation on their design at the culmination of the course week.

Cathy Works, an intern with the Security and Intelligence Branch of Headquarters, U.S. Army Medical Command, attended the course in April. She came into the course not knowing how much she really did not know about electronic security systems.

"I thought the course was very beneficial," Works said. "By the end of the week, I was more knowledgeable on many aspects of electronic security systems and the individual components that comprise various systems. As an intern I am required to attend various security-related courses and training sessions. This is one of the most interesting courses I've taken in the past seven months."

Three ESS Design Course sessions are scheduled for the remainder of the year at Redstone Arsenal, Ala., Newport News, Va. and Destin, Fla. To find out more information or to register for the courses, e-mail Contact-ESC@usace.army.mil.

In addition to the ESS Design Course, the Huntsville Center's

Electronic Security Center also leads training in the Integrated Commercial Intrusion Detection Systems (ICIDS) Operator Training Course and the ICIDS III System Administrator Training Course, both offered at a state-of-the-art facility on Redstone Arsenal.

"This is the only training site for ICIDS," said MCX technical deputy Ken Haynes. "We were able to set up a facility on Redstone and offer hands-on training to students. ICIDS training has been in place at Redstone for three years now."

Recently the classes offered have been a combination of the ICIDS Operator Training the first half of the week and ICIDS III System Administrator Course the last half to avoid the inconvenience of expenses and travel.

The two ICIDS courses go hand-in-hand, one building on top of the other.

ICIDS are in place or installed at various government installations and facilities, so through the Operator Training, students learn how to operate

a variety of intrusion detections systems, alarms, etc., and how the ICIDS operates in conjunction with these.

The second half of the week

"The best way to read more about what we offer is to go to our Web site."

**— Ken Haynes
Technical Deputy
Mandatory Center of Expertise
for Electronic Security Systems**

students attend the ICIDS III System Administrator Course, designed to provide them with the skills required to successfully operate and manage a functional ICIDS III, either already in place or being installed at various government installations.

"Notices for these courses are sent out a few times a year and the best way to read more about what we offer is to go to our Web site," Haynes said.

All training course calendars and information can be found online at https://eko.usace.army.mil/training/icids_training.

CES

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Supervisory Development Course (SDC) and the Management Development Course (MDC).

These correspondence courses are available as interactive online training by electronic enrollment through the Army Training Support Center (ATSC) Web site at <http://www.train.army.mil>.

There are no tuition costs to take these courses; however, salary is not funded.

- **Action Officer Development Course (AODC)**

is available to all Army employees as a self-development tool. AODC is a required course for interns and completion is required before they complete the intern program.

- **Supervisory Development Course (SDC)**

is required to be completed by individuals in supervisory and managerial positions before they complete their one-year probationary period.

- **Management Development Course (MDC)**

is recommended and provides self-development opportunities for all Army Civilians and leaders.

- **Continuing Education for Senior Leaders (CESL)**

is also available and targets leaders at the GS14/15 leadership level or equivalent. CESL will sustain and further develop leaders by refining their broad skills and potential for the DoD's future contemporary operating environment. The

program is a participatory environment where students discuss current issues in the field. This course is a combination of distributed learning and a four-and-a-half-day resident phase at the AMSC's Fort Belvoir campus. Registration can be made at <http://www.amsc.belvoir.army.mil>.

These types of training courses are essential to developing strong leaders to support the Army Civilian Corps and to achieve the vision of the U.S. Army Corps of Engineers.

The *Bulletin* Readership Survey

We care about your ideas on how to make the *Bulletin* an even better publication. Please complete this survey and return it to the Public Affairs Office through office distribution. There is also a box in the lobby you can drop the survey in. You can also fax it to us at 256-895-1689. Or you can mail it to us at U.S. Army Engineering and Support Center, P.O. Box 1600, ATTN: CEHNC-PA, Huntsville, AL 35807-4301. Please return the survey to us by June 30. Thank you very much.

1. How often do you read the *Bulletin*?

_____ Every issue _____ Most issues _____ Seldom _____ Never

2. How often do you think the *Bulletin* is a reliable source of news?

_____ Every issue _____ Most issues _____ Seldom _____ Never

3. How much of the *Bulletin* do you read?

_____ All _____ Most _____ About half _____ Less than half _____ None

The following questions deal with the content of the *Bulletin*. Please indicate how you feel about the amount of coverage these topics receive.

4. Corps-wide news/policy?

_____ Too much _____ About Right _____ Not Enough

5. Safety?

_____ Too much _____ About Right _____ Not Enough

6. Ethics?

_____ Too much _____ About Right _____ Not Enough

7. Huntsville Center News?

_____ Too much _____ About Right _____ Not Enough

8. Employee features?

_____ Too much _____ About Right _____ Not Enough

9. Changes in pay, benefits, retirement, etc.?

_____ Too much _____ About Right _____ Not Enough

10. Projects and programs Huntsville Center is involved with?

_____ Too much _____ About Right _____ Not Enough

11. If you had the opportunity to select what appeared in the *Bulletin*, which one of the above would you select to give MORE coverage? Why?

12. If you had the opportunity to select what appeared in the *Bulletin*, which one of the above would you select to give LESS coverage? Why?

13. How do you rate the overall appearance of the *Bulletin*?

_____ Excellent _____ Good _____ Fair _____ Poor

14. How do you rate the readability of the *Bulletin*?
_____ Excellent _____ Good _____ Fair _____ Poor
15. How do you rate the *Bulletin* overall (appearance, readability, content)?
_____ Excellent _____ Good _____ Fair _____ Poor
16. Have you accessed the *Bulletin* on the Internet? (www.hnd.usace.army.mil/pao/TheBulletin2008.aspx)
_____ Yes _____ No
17. Do you prefer to have the *Bulletin* in hard-copy format or electronically?
_____ Hard-copy _____ Electronically via Huntsville Center Web site
18. Has reading the *Bulletin* changed the way you do your job/helped you do your job better?
_____ Yes _____ No
If yes, how so? _____
19. To what extent has the *Bulletin* met your expectations?
Greatly exceeded _____ Somewhat exceeded _____ Met expectations _____
Fallen somewhat short _____ Fallen greatly short _____
20. What is your present status?
_____ Corps' employee _____ Contractor _____ Retiree _____ Military
_____ Other (Please explain)
21. What is your age? (For demographic purposes only) _____
22. How can the *Bulletin* be changed to be more useful to you?



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News Brief

Summer engineering camps offered at UAH

The University of Alabama-Huntsville will offer two Engineering camps during the summer. The weeklong day camp is designed for high school students interested in learning more about the opportunities in the engineering

profession. The camp incorporates active participation in a broad scope of learning experiences including “hands-on” lab experiments, group projects and lectures by engineering college faculty.

The 2008 camps are June 9-13 and July 14-18 on the UAH campus. Each day, the camp runs from 8 a.m. to 4:30 p.m. Enrollment is limited to 20 students per session. The fees for each

session (one week) of the camp are \$350. Fees include all activities, lunch, instruction and supervision, and materials that will be provided when the student arrives at the camp. A limited number of partial and whole need-based scholarships will be available for the summer camp. For more information, call Robin Douglass at 256-824-3590.

Henderson

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you can find him and his bass guitar at the First Baptist Church in Guntersville. He and three other musicians accompany the seven-member praise team during contemporary worship service.

Henderson said his bass guitar playing isn't limited to contemporary music, and is an important musical instrument for church orchestras too. Each year he and other musicians join with the choir at First Baptist Church, in Arab, to put on the production “The Singing Christmas Tree.”

“The Singing Christmas Tree production, headed by Dr. Randy Stewart, is the greatest outreach and the most rewarding venture of all my playing days,” he said.

According to Henderson, practice makes perfect during these type programs.

“Each musician in the production endures many rigorous practice sessions that begin in August and culminate just before the presentation in December,” he said. “The musicians are given a CD to use at the kickoff, and listen to it as they practice over and over again. By the time December gets here, most of the musicians can play the songs from pure memory.”

Henderson insists he doesn't have bragging rights when it comes to his playing bass guitar, and said he is never satisfied with his playing.

“There is always room for improvement for any musician, and you get this through lots of practice. There's only one way to play music — the right way. After playing my music for more than 30 years, I think practice doesn't make perfect, but perfect practice makes perfect.”

Henderson has passed down these strict standards for making good music to the next generation in his family. His daughter, Brandi Burns and her 15-year-old son, Blake, are both musicians. His daughter, currently a school teacher, was an accomplished musician who played the flute, piccolo and saxophone during her high school and college years.

“My daughter did well as a musician, but chose to become a teacher instead.”

Henderson's grandson, Blake Burns, has followed his grandfather's musical footprint by making the bass guitar his instrument of choice. He plays for the largest youth organization in the Southern Baptist Association at Long Hollow Baptist Church in Hendersonville, Tenn.

“My grandson has become an

excellent musician. Blake needed only a small amount of instruction because he has such a natural love for the bass and a passion to play. He's been taught by two generations and can pass it on,” he said.

Henderson's son, Brett Henderson, decided that playing music just wasn't for him and chose to become a policeman.

Although nearing retirement, Henderson hopes to continue playing the bass guitar for many years to come. He said he'll play the instrument until his health no longer permits him to do so. Henderson attributes much of his success to his wife, Sue. She has been supportive of him throughout his music career.

“Without having the continuing support of my wife of 43 years, it would have been tough,” he said.

Henderson said playing the bass guitar is not for everyone, but it has always been the instrument for him.

“I have a passion for the bass guitar. I'm lured by its off beat,” he said. All the other musicians play on beat, but the bass is always off beat. “I had a God-given talent for playing, and I've worked hard at making it perfect for most of my life. After so many years of practice, if I can hear it (music) in my head, I can play it on the bass guitar.”

Storage

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convoy escorts or units returning from patrols will need the same ammunition the next day or even later in the same day.

Now there is an Army-approved standard for 40 mm ammunition storage thanks to Dr. Michelle Crull, a structural engineer in the Advanced Technology Branch, Engineering Directorate, U.S. Army Engineering and Support Center, Huntsville, and Greg Heles, a logistics management specialist with the U.S. Army Technical Center for Explosives Safety, Defense Ammunition Center, McAlester, Okla.

Headquarters, Coalition Forces Land Component Command (CFLCC), asked the U.S. Army Technical Center for Explosives Safety to develop temporary storage of 40 mm linked grenades for the MK 19 grenade launcher.

"This project originated because Soldiers asked some questions in the field," Crull said. Those questions led to conversations between Huntsville Center, Defense Ammunition Center and the Department of Defense Explosives Safety Board.

"There was a need to store linked 40 mm grenade cartridges in a real estate deficient location," Heles said. "Standard solutions would not apply in this case. We needed a solution that would use minimum real estate; would be convenient to use because if it isn't convenient, it won't be used; and constructed using easy to obtain materials in theater."

Crull, with the assistance of Heles, and with this design criteria in mind was instrumental in designing a storage solution for this linked 40 mm ammunition. And with the cooperative efforts of all three organizations, the process was greatly shortened.

"We started working on this in June 2007. I worked directly with USATCES from the beginning," Crull

said. "Normally explosive safety designs are submitted through an organization's safety chain. In this case because I was working directly with USATCES, they were able to send it directly to the DoD Explosives Safety Board for review and approval. We received approval from the DDESB in November 2007. It took six months almost to the day."

Although it sounds like it was easy to develop a solution, it wasn't. The first concept developed and sent to the

and there is a possibility that personnel might be "downrange" of the front of the drum magazine, then a front barricade is necessary.

The storage of one case of 40 mm grenades normally requires a safety separation of 200 feet in all directions. By constructing and using this specialized drum magazine, the required safety distances can be reduced to as little as 69 feet in all directions, a savings of almost two thirds the required distance.

"I love to work on projects that require thinking outside the box like this one did. It's always good to feel that I've helped solve an issue for the Soldiers."

— Dr. Michelle Crull
Advanced Technology Branch
Engineering Directorate

field was rejected.

"It was based on false information about the equipment available in the field," Crull said. "We had to ask a lot of questions to come up with a concept they could build." Crull developed an inexpensive solution that used materials available in any deployment environment. The design uses a 55-gallon drum, hence the name drum magazine, placed on its side and covered with two feet of dirt or sandbags. A 24-inch diameter corrugated steel pipe could be used in lieu of the 55-gallon drum. The concept behind this design is that the two feet of cover will stop any fragmentation generated by an explosives accident from escaping out the back, sides or top. Fragments that exit out the front would be controlled by orienting the front of the magazine toward uninhabitable terrain such as a mountain side or out to sea from a beach.

If the drum magazine cannot be oriented toward uninhabitable terrain

This design standard has Army and DDESB approval allowing it to be used on any Army site to provide reduced quantity distance storage for small amounts of 40 mm linked grenades. Since it has DDESB approval, any other service can opt to approve it for use on any of their sites.

The final outcome of the project was a positive experience for both Crull and Heles.

"I love to work on projects that require thinking outside the box like this one did," Crull said. "It's always good to feel that I've helped solve an issue for the Soldiers."

Heles agrees. "The small details of crossing every T and dotting every I aren't fun, but the concept phase is (what about this solution ... that won't work ... what about this ... what if I turn it 90 degrees); and the writing/reviewing the analysis is fun. I expect there will be other cooperations between our respective organizations in the future."

Proposed NSPS regulations published

The Department of Defense (DoD) and the Office of Personnel Management (OPM) have issued proposed regulations revising the National Security Personnel System (NSPS). Within two years, more employees, more than 181,500, have transitioned to NSPS than are employed by any government agency except the Department of Veterans Affairs.

NSPS was authorized by the National Defense Authorization Act (NDAA) for Fiscal Year 2004 and amended further in the NDAA for Fiscal Year 2008 signed into law on Jan. 28.

“Since January, the Program Executive Office (PEO), NSPS has been working diligently to update the regulations,” said Brad Bunn, Program Executive Officer, NSPS. “These updates align regulations with NDAA 2008, as well as adjust and clarify regulations to ensure uniform and consistent application of NSPS program principles.”

While Congress made significant changes to the underlying NSPS statute, the core features of NSPS that the Department has implemented to more than 181,500 employees remain essentially intact, including the pay banding and classification structure, compensation flexibilities, and pay for performance system.

NDAA 2008:

- Brings NSPS under government-wide rules for:
 - o labor-management relations
 - o disciplinary actions and employee appeals of adverse actions
 - o work force shaping (reduction in force, furlough, and transfer of function);
- Excludes Federal Wage System (blue collar) employees from coverage under NSPS;
- Extends and expands exclusion from NSPS coverage for certain DoD laboratories through Oct. 1, 2011;
- Requires DoD to collectively bargain procedures and appropriate arrangements for bringing DoD bargaining unit employees under NSPS prior to conversion of these employees;
- Requires advanced Congressional notification for OPM/DoD jointly-prescribed NSPS regulations;
- Mandates that all employees with a performance rating above “unacceptable” or who do not have a current performance rating receive no less than 60 percent of the annual government-wide General Schedule pay increase (with the balance allocated to pay pool funding for the purpose of rewarding employees for their performance); and
- Requires that all NSPS

employees with a performance rating above “unacceptable” or who do not have a current performance rating receive locality pay in the same manner as General Schedule employees.

In addition to making regulation changes resulting



from NDAA 2008, additional updates that adjust and clarify other NSPS principles include:

- Enabling NSPS coverage for employees appointed for less than 90 days;
- Providing a Conversion/Movement Out Process for employees moving to GS positions to ensure consistent pay setting practices for NSPS employees;
- Allowing employees to request reconsideration of an individual job objective rating, in addition to the ability to request; reconsideration of the overall final rating of record;
- Grandfathering GS pay retention timeframes for employees covered by GS grade or pay retention rules at the time of their conversion to NSPS.

In January 2008, the PEO NSPS convened working

groups to revise the regulations. Staffed by DoD and OPM human resources subject matter experts, the regulations were amended and coordinated with senior officials within DoD and with OPM for approval prior to formal coordination and publication in the Federal Register.

NSPS proposed regulations are posted on the Federal Register and will be open for public comment for the next 30 days (until June 22). These regulations may be accessed online at http://www.access.gpo.gov/su_docs/fedreg/a080522c.html.

The public may submit written comments through two methods:

- Electronically through the Federal Rulemaking Portal at <http://www.regulations.gov>.
- Via mail to DoD/OPM/NSPS Public Comments, P.O. Box 14474, Washington, D.C. 20044

Following the 30-day comment period, remarks will be collected, analyzed and considered for incorporation in the regulations as applicable and coordinated within DoD and with OPM and OMB with final publication anticipated this fall.

“Execution of NSPS remains on schedule,” Bunn said. “We will continue implementation throughout DoD with the next commands converting into NSPS between fall 2008 and spring 2009.”

Ethics Corner

Hatch Act - What it means to federal employees

**By Lisa Gayman
Office of Counsel**

With the upcoming elections this fall, I wanted to remind you

of the rules regarding political activity by government employees. There are two articles on the Office of Counsel Intranet site under Preventive Law — Ethics — Hatch Act Guidance 2008. One of the articles includes frequently

asked questions and answers.

Political activity by military members is covered by DoD Directive 1344.10.

If you have any questions, call Office of Counsel at 895-1100.

Permitted and prohibited activities for employees who may engage in partisan activity

- **May** be candidates for public office in nonpartisan elections
- **May** register and vote as they choose
- **May** assist in voter registration drives
- **May** express opinions about candidates and issues
- **May** contribute money to political organizations
- **May** attend political fundraising functions
- **May** attend and be active at political rallies and meetings
- **May** join and be an active member of a political party or club
- **May** sign nominating petitions
- **May** campaign for or against referendum questions, constitutional amendments, municipal ordinances
- **May** campaign for or against candidates in partisan elections
- **May** make campaign speeches for candidates in partisan elections
- **May** distribute campaign literature in partisan elections
- **May** hold office in political clubs or parties including serving as a delegate to a convention
- **May not** use their official authority or influence to interfere with an election
- **May not** solicit, accept or receive political contributions unless both individuals are members of the same federal labor organization or employee organization and the one solicited is not a subordinate employee
- **May not** knowingly solicit or discourage the political activity of any person who has business before the agency
- **May not** engage in political activity while on duty
- **May not** engage in political activity in any government office
- **May not** engage in political activity while wearing an official uniform
- **May not** engage in political activity while using a government vehicle
- **May not** be candidates for public office in partisan elections
- **May not** wear political buttons on duty

For additional questions, contact: U.S. Office of Special Counsel
1730 M Street N.W. Suite 218 · Washington D.C. 20036-4505
Phone: 1-800-85-HATCH · Web site: www.osc.gov

This list does not apply to federal employees in the following agencies, divisions or positions: Federal Election Commission; Federal Bureau of Investigations; Secret Service; Central Intelligence Agency; National Security Agency; National Security Council; Defense Intelligence Agency; National Imagery and Mapping Agency; Merit Systems Protection Board; Office of Special Counsel; Office of Criminal Investigations of the IRS; Office of Investigative Programs of the U.S. Customs Service; Office of Law Enforcement of the Bureau of Alcohol, Tobacco, and Firearms; Criminal Division of the Department of Justice; Career members of the Senior Executive Staff; Administrative Law Judges; Administrative Appeals Judges; or Contract appeals board members.

**DEPARTMENT OF THE ARMY
U.S. ENGINEERING AND SUPPORT CENTER, HUNTSVILLE
P.O. BOX 1600
HUNTSVILLE, AL 35807-4301**

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